

# Report on the delivery and impact of NAHIP Knowledge Will and Power (KWP) Training Day interventions

3<sup>rd</sup> July 2012

Gary Hammond  
Catherine Dodds



### **Brief introduction**

In 2011-2012 Sigma Research was commissioned by NAHIP to undertake a series of training events around the country to better familiarise local stakeholders with the NAHIP planning framework, *The knowledge the will and the power: a plan of action to meet the HIV prevention needs of Africans living in England*. Events were arranged and hosted (in the main) by local NAHIP contracted agencies, and in some places were arranged with the support of stakeholder agencies that worked in partnership with NAHIP agencies, or that wanted to ensure that HIV prevention work for African people followed the NAHIP model. The intention for each one-day event was for participants to become familiar with the rationale for undertaking targeted HIV prevention to benefit black African people, to identify and discuss the specific needs of this population, and to become familiar with the *KWP in Practice* website to help with planning and doing interventions. The events were advertised and promoted locally to all those who delivered or funded HIV prevention interventions among African people in the region. Following the training event, participants were contacted by email and asked to complete a brief online evaluation. It was felt that this was a means of gaining a more meaningful sense of participant response than the completion of evaluation forms at the end of the day. It also allowed some gap in time for participants to consider the utility of what they had learned on the day, and to reflect on their likely future use of the *KWP in Practice* website for planning and delivery.

Between 2011 and 2012, Sigma Research delivered a total of ten training days in seven cities and towns: Birmingham, Brighton, Leicester (2 events), Leeds, London (3 events), Luton and the Wirral. Data is missing from the Leeds event, so evaluations of the remaining nine events that took place are described in this report. We would like to thank the following organisations for helping to host and recruit participants to attend these events:

- African Health Forum
- Black & Minority Ethnic Community Partnership Brighton
- Centre for All Families Positive Health (CAFPH)
- Community Development Organisation Sussex
- Heart of England PCT
- Leicestershire AIDS Support Services (LASS)
- Leeds Skyline / Black Health Agency
- NHS Leicester City
- Wirral Change

The agenda outlined in Table 1 is typical of the delivery of each training day, with each event being delivered by two skilled co-facilitators from Sigma Research. The plans for each day were tailored to the needs of those working in specific regions, with some groups and individuals receiving intensive support toward the end of the day to help improve their NAHIP contract monitoring reporting. Across the period of delivery, the team of facilitators received and responded to successive evaluation feedback, in order to continually improve the training intervention. In response to participants' candid views, we worked hard to decrease the extent of 'chalk and talk' instruction from facilitators, and increased the extent of participant interaction through discussion and guided exercises. Ultimately, we were satisfied that we were delivering a training intervention that met the needs of most attendees, and we worked to create a welcoming learning environment where participants were free to ask questions, exchange viewpoints with one another, and debate key issues of most importance to their work.

Table 1: Training day agenda

10:30 - 11.00	<b>Registration / Coffee</b>
11:00 - 11:15	<b>Aims and Introductions (slides 1 -3)</b>
11:15 - 11:45	<b>Know your epidemic (slides 4 - 6)</b> (Exercise)
11:45 - 12:15	<b>The KWP model (slides 7 - 10)</b> <b>Actors and aims; group-work; feedback;</b> <b>discussion.</b>
12:15 - 1:00	<b>KWP African targets and aims</b> <b>Structural targets and aims (slides 11 - 14)</b> <b>Discussion / Q &amp; A (slides 15 - 16)</b>
1:00 - 1:45	<b>LUNCH</b>
1:45 - 2:15	<b>DC intervention planning and category</b> <b>descriptions</b>
2:15 - 2:45	<b>DC categorising interventions (whole group</b> <b>activity)</b>  <b>Intervention Q&amp;A</b>
2:50 - 3:00	<b>BREAK</b>
3:00 - 3:30	<b>Monitoring your NAHIP activity</b>
3:30 - 4:00	<b>Monitoring exercise</b>  <b>Closing Round Up</b>

The following sections of this report describe the evaluation feedback given by participants who responded to the online evaluation after their attendance at a KWP training day event.

### 1. Description of participants

The table below outlines the number of attendees per session for those where we have data (these are sometimes given as approximates, due to discrepancies in records between registration and sign-in sheets), and it also gives the number of those who completed online evaluation responses following each session.

Location	Number Attended	Number of completed evaluations
Birmingham	9	6
Brighton	15	10
Leicester (event A)	~25	4
Leicester (event B)	18	10
Luton	26	5
South London	17	6
Wirral	11	4
London (events A and B)	33	10
Total	154	55

All participants were asked to identify which roles they carried out, and were given the opportunity to identify more than one role.

Job title	Number of people
Administrator / Support staff	11
Counsellor / Therapist	8
Researcher	2
Policy officer / Policy maker	1
GUM provider	2
Service commissioner	1
Other	14

Of the 14 people who stated *other*, 3 people went on to give their role as: advocate re – NHS issues, complaints / CEO of HIV charity / community health and social worker.

### 2. Benefits of participation

Participants were asked to indicate the extent to which they agreed with a range of statements. For each table below, each statement is given, followed by the indications of agreement given by participants.

Extent of agreement with the statement: "I learned things that were new to me". (n=55)	Number of people
Agree	49
Neither agree or disagree	5
Disagree	1

<b>Extent of agreement with the statement: "I will be better able to participate in planning and delivering HIV prevention that benefits Black African people in [name of area]." (n=45, missing 10)</b>	<b>Number of people</b>
Agree	41
Neither agree or disagree	4
Disagree	0

<b>Extent of agreement with the statement: "I have increased my ability to think critically about my own work." (n=55)</b>	<b>Number of people</b>
Agree	51
Neither agree or disagree	4
Disagree	0

<b>Extent of agreement with the statement: "I have been inspired to consider different approaches in my work." (n=55)</b>	<b>Number of people</b>
Agree	47
Neither agree or disagree	6
Disagree	2

The majority of participants felt that as a result of the training they had learned something new (49 people) and they felt better able to participate in planning and delivering HIV prevention that benefits Black African people in their region (41 people). These responses indicate that the primary aim of the training - to understand the rationale for undertaking targeted HIV prevention interventions to benefit Black African people - was met for the vast majority of participants. Also almost all participants agreed that they had increased their ability to think critically about their own work (51 people) and that they have also been inspired to consider different approaches to their work (47 people) as a result of attending the training.

\*\*\*

Participants were asked to complete the following sentence: "The main way in which I benefitted from the KWP training day was..."

All 55 participants answered this question, responses were allocated to the following five themes:

*Networking & Information Sharing*

21 people indicated this, of which the following are examples:

"Presentations, group discussion question and answer sessions."

"Meeting other people and sharing ideas about how we might develop services for African communities in Leicester."

"The networking and the chance to ask questions that I was not sure about and they were answered very well by the training providers."

Knowledge (Specific)

17 people indicated this, of which the following are examples:

"Overall training was really good. I benefitted from the presentation of the different African cultures and the statistics."

"Gaining new knowledge and facts about HIV/AIDS in regards to compiling the NAHIP data."

"Further the training. I'm aware about the current epidemic and especially for those diagnosed and undiagnosed. Also the way of minimising number of sexual transmissions in Africa communities."

Approach to own work

7 people indicated this, of which the following are examples:

"Thinking about new approaches to my work."

"I learned that I could practically adapt the KWP approach to many of my work situations."

"Look at the bigger picture and look at different options in the delivery and planning of services."

Knowledge (General)

5 people indicated this, of which the following are examples:

"More knowledge and understanding. The statistics were alarming."

"Gaining knowledge and awareness of the subject."

"Knowing it's available online."

Monitoring

5 people indicated this, of which the following are examples:

"I ran some NAHIP activities but didn't know in which group to put them on the online report. I understand now the meaning of therapeutic intervention."

"Having a better understanding of filling in the online forms."

"More understanding on monitoring and evaluation mechanisms."

### **3. Ongoing capacity development**

Participants were asked whether they would recommend a KWP training event to their colleagues.

<b>Would you recommend KWP training to your colleagues? (n=52, missing 3)</b>	<b>Number of people</b>
Yes	51
No	1

Participants were asked to explain why they answered the way that they did. The 1 person who said no to this question stated that this was because it was "Not relevant". Of the 51 who answered yes, 41 people provided answers which were allocated to the following five themes:

#### Quality of the training

17 people identified this, of which the following are examples:

"Because the quality of training was offered from a researcher's point of view and a national organisation which provided more insight on a national level."

"Catherine and Gary were wonderful teachers and they allowed all the questions we had with satisfying answers."

"I thought the training day was very focused and clearly explained why this work needs to be addressed."

"Very good training. It gives you all the information."

#### Specific learning outcome

9 people identified this, of which the following are examples:

"I feel that there is still a huge stigma about HIV in the community and people do not have the right information at the moment. This training will change their thinking."

"It was an eye opener in terms of statistics and other issues related to HIV and the African community and stigma attached."

"It gives an understanding update and confidence on delivering HIV prevention work."

#### Dissemination of information

8 people identified this, of which the following are examples:

"Because there are many colleagues who are less knowledgeable."

"It's useful to increase the level of their knowledge and understanding when working with African communities."

"Make them understand why certain things are done in a certain way."

"They will learn a lot especial when they are working in this field."

Benefits own work

6 people identified this, of which the following are examples:

"I found the training useful and informative."

"To benefit from its findings"

"Useful to reflect objectively on ways of working. Good opportunity to network."

"As long as one works with BME communities it is vital to use this tool as it has got it all."

General learning outcome

4 people identified this, of which the following are examples:

"The information is very important to anyone who is involved with HIV care."

"The training equips one with skills that are crucial in working in the HIV field."

"Was informational and gave a lot of relevant information."

\*\*\*

Participants were asked whether they would be likely to use the *KWP in Practice* website in their future work.

<b>Do you think you will be likely to use the <i>KWP in Practice</i> website in your future work? (n=45)</b>	<b>Number of people</b>
Yes	42
Not sure	3

PLEASE NOTE, participants who attended the first KWP training session in Leicester were not asked this question, as the event pre-dated the launch of the website. The majority of responses from those who were asked indicated yes (42 people). This suggests that as a result of the training participants were able to appreciate the value of a resource such as [www.kwp.org.uk](http://www.kwp.org.uk) as a tool to be used in their work.

Participants were asked why they would or would not use the website. Of the 3 people who said *not sure* one person provided a reason for this answer which was "Cannot search on the website yet."

Of the 42 people who said they would use [www.kwp.org.uk](http://www.kwp.org.uk) in the future 24 people provided answers which were allocated to the following three themes:

Useful content

12 people identified this, of which the following are examples:

"Has the information given on the training day so it can be referred to or people can be referred to it to read for themselves."

"It will act as a guide e.g. in working with religious bodies."

"A One-stop shop in knowledge about involving service user."

"Accessing case studies in particular but also other evidence or info."

It provides up to date information

7 people identified this, of which the following are examples:

"It is regularly updated hence will be quite informative."

"It is saturated with up to date information that is vital to the work I do."

"For more knowledge on any updates and to contribute any new findings."

"Keeping me updated on the new developments on HIV prevention and treatment."

Practical online tool

5 people identified this, of which the following are examples:

"It's an excellent easy to access informative resource."

"coz it's quicker and u don't need to carry books."

"Easy access."

"It's an excellent easy to access informative resource."

\*\*\*

Participants were asked whether they would like to attend future planning and training events that bring together those working to meet the needs of Black African people in their local area.

<b>"Would you like to attend future planning and training events that bring together those working to meet the needs of Black African people in [name of local area]?" (n=45, missing 10)</b>	<b>Number of people</b>
Yes	42
Not sure	3

The majority of people (42) agreed that they would attend future planning and training events for those working to meet the needs of Black African people in their local area. This substantiates the numerous comments made on the training days that people were glad of

the opportunity to meet other people who worked in both their geographical and professional area, and were able to network and have the opportunity to develop ongoing relationships.

**4. Overall comments** – Finally participants were asked if they had any more comments about the KWP training day. This was an open-ended question where people could communicate whatever they wished to. 25 responses were allocated to the following 3 themes:

Generally positive

16 people identified this, of which the following are examples:

“It always good to be abreast with the latest new and research of HIV/AIDS.”

“A very interesting and informative day.”

“Just to say thanks for the day, it was really informative and useful to attend. We just need to find time to visit the website for update.”

“Please keep up the good work and hold more trainings. Knowledge is power.”

Generally negative

4 people identified this, all are included here:

“I would prefer if the training is done in Manchester as Wirral was too far for some of us.”

“Not confidential survey if received from email account! Ha ha.”

“Not much of a difference.”

“The venue was slightly cold and not very central especially for some of us who were travelling from London peripherals.”

Suggested improvement to the training

5 people identified this, of which the following are examples:

“A part from having more time for discussion nothing else I can comment .Thank you.”

“I think the training is great but I get concerned on where "the learning then goes". i.e. it needs a strategic follow up and sign up else it's really just info giving. ”

“I would appreciate to see participants getting feedback of what took place in the training otherwise such trainings lose their credibility and you may think it's just for formality.”

[END]

[gary.hammond@sigmaresearch.org.uk](mailto:gary.hammond@sigmaresearch.org.uk)

3<sup>rd</sup> July 2012